

CPD Officer Interview

Opening/Introductions: Hello! I hope you are having a good (morning, day, evening). My name is (name) and I am an MSW student at Southern Adventist University. Thank you for taking the time to participate in this interview. The purpose of this interview is to learn more about the relationship between the Chattanooga Police Department (CPD) officers and the community members they serve. We are collecting this information to better understand what needs from the community or CPD should be addressed and ways to make the relationship between CPD and the community better and fair. We would also like to learn job satisfaction and general factors with CPD policing. This interview may take 30 - 45 minutes to complete. If, at any time, the information we talk about is too emotional or hard to talk about, please let me know. Also, let me know if you need to take a break at any time. You may refuse to answer any questions or stop the interview at any time. All of the information you share with me is confidential. I will keep everything we talk about between only us unless you tell me that a child or elderly person is in danger or that you or someone else is at risk of being harmed. Do you give me permission to record this interview so that I can refer back to everything you have shared? Do you have any questions for me before we start?

Demographics

1. What is your age?
2. How would you describe your gender or sex?
3. How would you describe your ethnicity?
4. How would you describe your race?
5. How would you describe your sexual orientation?
6. Have you ever been diagnosed with a mental health issue?
7. Have you ever been diagnosed with a physical health issue?
8. What is the highest level of education you have completed?
9. What is your yearly income?
10. Where do you currently live?

Your career with CPD

1. How long have you been employed by the CPD?
 - a. How old were you when you joined the CPD?
2. Which CPD zone do you currently police?
 - a. Which zones have you previously policed?
3. How comfortable do you feel being honest about the CPD?
 - a. Do you feel you can speak freely about your likes and dislikes about the CPD?
 - b. Are there certain things you may hesitate to share since you are in a band of brotherhood with other CPD officers?
4. What do you like best about your job?
 - a. What makes you the happiest working every day?
 - b. What types of community interaction do you enjoy?

- c. What types of interactions with other CPD officers do you enjoy?
- 5. What do you wish you could change about your job?
 - a. What are the things you like the least about your job?
 - b. Are there any policies or rules that you would like to see change?

CPD relationship with the community

- 1. What kind of skills do police officers need to be successful in the community?
- 2. What are some barriers to good police-community relations?
- 3. What are some steps that could help eliminate these barriers?

CPD and Diversity

- 4. What do you think is the main factor causing crime in Chattanooga?
 - a. Do you feel that poverty has an effect on crime rates in the city? If so, how?
 - b. Do you feel that substance and alcohol abuse have an effect on crime rates in the city? If so, how?
- 5. What CPD programs effectively teach and approach diversity?
 - a. Do you think there are significant differences in the way CPD police interact with minorities and non-minorities?
 - b. What are the biggest challenges for minority citizens living in Chattanooga?
 - c. Do you feel that the CPD department has treated minorities in the community fairly in the past?
 - d. Research has indicated that unconscious racial bias often impacts human behavior. What do you think law enforcement can do in terms of training, educating, or spreading an internal culture to combat the effect of unconscious racial bias?
 - e. The Chattanooga Open Data Portal shows that more Black citizens experience the use of force, misdemeanor drug charges, traffic violations, and trespassing arrests. Why do you think this discrepancy exists?
 - f. What would you like to see improved for the diversity training in your police department?